

CITY OF DETROIT FISCAL 2002/03 BUDGET

AGENCY 29 HUMAN RIGHTS

MISSION

The mission of the Human Rights Department is to remove discriminatory barriers through innovative, high quality, customer-driven programs, that foster economic opportunity and empowerment and benefit Detroit residents, visions and the entrepreneurial sector of the local economy.

DESCRIPTION

Human Rights is responsible for the monitoring of vendor workforces for companies seeking City contract awards or tax abatement relief to ensure equitable representation of minorities and females consistent with local, state and federal equal employment opportunity policies. This includes review of City of Detroit department labor forces for equal employment opportunity compliance. The department also administers and enforces Executive Order No. 4 (Detroit-Based and Small Business Program) and Executive Order No. 22 (Employment of Local Labor on Publicly Funded Projects). Human Rights refers and/or accepts for investigation, complaints alleging discrimination.

GOALS

1. Establish, promote, and facilitate partnerships by creating linkages between the activities of this agency and the needs of our customer base - the residents, businesses and visitors to Detroit.
2. Maximize Detroit residents, minorities and female participation on publicly funded construction projects by proactively monitoring hiring practices.
3. Create a business environment that fosters economic development and provides growth opportunities for Detroit based, Small, Minority-owned and Women-owned Business Enterprises.
4. Design, implement and manage a *comprehensive* violation complaint program addressing discrimination and harassment; and manage the investigation and evaluation of employment practices of potential City of Detroit vendors.

DEPARTMENTAL FINANCIAL INFORMATION

	GENERAL FUND	TOTAL
EXPENDITURES	\$2,167,320	\$2,167,320
REVENUES	<u>13,500</u>	<u>13,500</u>
NET TAX COST	\$2,153,820	\$2,153,820
POSITIONS	30	30